

# CITY OF SANTA ANA TENTATIVE AGREEMENT SUMMARY

**DECEMBER 15, 2025**

**Our bargaining team was able to deliver on a strong short-term tentative agreement (TA) that will help us alleviate some of the healthcare increases. We will vote on this agreement in the new year so stay tuned.**

**Our bargaining team strongly recommends a YES vote on this agreement.**

The ULP we filed is still open. The pressure we put on the city is working and we will take that energy back to the bargaining table in January so we can negotiate to win a strong agreement that covers the next two and a half years.

## TENTATIVE AGREEMENT SUMMARY

- 1. Term:** July 1, 2025 – December 31, 2025. Six (6) months.
- 2. Base Salary:** Effective the pay period after July 1, 2025 (RETRO), employees in the unit shall receive a five percent (5%) base salary increase.
- 3. Health Insurance:** Effective January 1, 2026 (RETRO), the flex contribution increases \$150/month as follows:
  - a. Employee only: \$1,154
  - b. Employee + 1: \$1,807
  - c. Employee + Family: \$2,200
- 4. Classification and Compensation Study** presented to Union by January 31, 2026
  - a. Negotiations for a successor MOU begins once the City presents the results of the classification and compensation study. Terms of the new MOU would begin January 1, 2026.
- 5. Safety Shoes/Boots:** Increase allowance to \$350 (formerly \$300)
6. Redefining **emergencies** to apply to all City employees (formerly those on 9/80)
7. Language reinforcing **meal and rest breaks** for those performing field inspections
8. If a **schedule change** is expected to go longer than 6 months, employees receive at least 21 calendar days of advance notice
9. Clarification of process to protect pre-tax treatment for conversion of **excess vacation accrual into RHS/457 accounts**
10. Adding “designated person” to list of eligible family members for **sick leave**
11. Clarifying an employee may use accrued leave for the two additional days of **bereavement leave**
12. Clarify **Catastrophic leave** made in a minimum of 2-hour increments
13. **New paid parental leave** for 8 weeks for those employees with more than a year of full-time employment.
14. Other clean up items (i.e. old effective dates, agency name changes, etc.)

For questions, contact Worksite Organizer Ryan Murillo at [ryan.murillo@seiu721.org](mailto:ryan.murillo@seiu721.org), (213) 321-3776.



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